

ADMINISTRATIVE - INTERNAL USE ONLY

19 August 1963

OFFICE OF PERSONNEL MEMORANDUM NO. 20-29-2 (Supplement No. 1)

SUBJECT: Premium Pay for Prevailing Rate Employees

1. On 10 June 1963 the Comptroller General ruled (B-150253) that all prevailing rate employees who are granted leave with pay while temporarily assigned to a night shift are entitled to be paid the night rate for the period covered by the leave.

2. To reflect the policy contained in that decision, paragraph 2a(4) of OPM 20-29-2, dated 12 July 1963, is hereby revised. The attached pages replace pages 3 and 4 of that OPM.



EMMETT D. ECHOLS  
Director of Personnel

STAT

Attachment



STAT

OPM 12-63

ADMINISTRATIVE - INTERNAL USE ONLY

ADMINISTRATIVE - INTERNAL USE ONLY

- (2) An employee regularly or alternately assigned to a night shift will continue to be paid the rate of his regular tour during:
  - (a) Temporary assignment, not in excess of 7 calendar days, to a day shift at his home station, provided such temporary assignment is for the convenience of the Government. Day rates will be paid after the 7th day of such temporary assignment.
  - (b) Temporary assignment, not in excess of 30 calendar days, to a day shift at a temporary duty station. Day rates will be paid after the 30th day of such temporary duty.
  - (c) Travel time to and from a temporary duty station which occurs on nonworkdays during the hours scheduled for the employee to work a night shift.

(4) NIGHT RATES DURING PERIODS OF LEAVE WITH PAY

For all prevailing rate employees (GP, GA, WB, and LB), entitlement to the night rate during a period of leave depends upon the shift to which the employee is assigned at the time of going on leave and the duration of such assignment.

- (a) An employee assigned to a night shift on a full-time basis will continue to receive compensation at the night rate during a period of leave.
- (b) An employee on a regular rotating schedule with both day and night shifts will be paid the day rate for that portion of the period of leave when he would have worked on the day shift, and will be paid the night rate for that portion of the leave period when he would have worked on the night shift.
- (c) An employee temporarily assigned to a night shift will be paid compensation as follows:

OPM 12-63

ADMINISTRATIVE - INTERNAL USE ONLY

- (1) If the assignment to the night shift is of indefinite duration, the employee will be paid the night rate for such part of the leave period as he would have been required to work on the night shift.
- (2) If the assignment to the night shift is of specified duration, the employee will be paid the night rate for that portion of the leave period which falls within the specified period of assignment to the night shift.
- (d) If changes from day shift to night shift are at irregular intervals and the basic shift assignment cannot be determined, compensation during a period of leave will be at the rate applicable to the shift on which the employee was working at the time the leave period began.

b. OVERTIME (GP, GA, WB, AND LB EMPLOYEES)

Overtime rates are payable for all authorized hours of work or standby time in excess of 8 hours per day or in excess of 40 hours in an administrative workweek to all prevailing rate employees, including those serving on an intermittent (when-actually-employed) basis, subject to the prohibition on payment during periods of training and incidental travel time as set forth in paragraph 3 below. Compensatory time off may not be substituted for overtime payment.

(1) OVERTIME RATES

- (a) The overtime rate is one and one-half times the basic rate applicable to the shift to which the employee is assigned.
- (b) Overtime compensation for a regular night shift employee will be computed on the night rate, even though the hours of overtime worked fall partially or entirely within a day shift.
- (c) Overtime compensation for a regular day shift employee will be computed on the day rate, even though the hours of overtime worked fall partially or entirely within a night shift.
- (d) Overtime compensation for an employee having regular tours of duty including two or more shifts will be computed on the rate in effect for the employee for the calendar day on which the overtime is worked. If overtime work is performed by such an employee on a nonworkday, overtime compensation will be computed on the rate of the employee's last regularly scheduled shift.